



WALK WITH ME



Purpose To foster good relationships, which will increase the probability of a stronger sense of commitment, loyalty, and trust within your organization.

Description Building good relationships enable you to have greater influence, which will shape the perceptions of your personnel and ultimately drive desired behavior. Better relationships can be engineered by leaders. Whether you're walking from the aircraft to the crew bus following a sortie, or from the squadron to the wing building for a weekly staff meeting, these and other similar moments should be seen as opportunities to get to know your people.

Everyone has a story; most people desire to tell theirs. When you truly listen to a person's story, you develop empathy with them because you experience the events for yourself. A recent neuroscience study showed that brains actually synchronize when sharing stories and you experience the exact same brain pattern as the person telling the story.*

Employ Take every opportunity to have one of your people walk with you and get to know him/her. This requires no additional time and zero money.

The key is to be genuinely interested. Anything short of authentic interest in the person (or his/her story) will have the exact opposite intended outcome. People can sense insincerity. Sincerity, on the other hand, comes from wisdom and breeds character.

It's all about cultivating relationships. Good relationships yield greater influence and in turn can instill a stronger sense of commitment, loyalty, and trust.



*"Why Sharing Stories Brings People Together", published 6 June 2011 by Joshua Gowin, Ph.D.